CITY OF BRYAN
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ACTION FORM
BRYAN CITY COUNCIL

Meeting Date (?) 11/08/2016

Subject Matter* (?) Police-Fire Staffing Ordinance 2016-2017
This must match rolling agenda entry

Department of Origin* HUMAN RESOURCES

Submitted By* Kari French

Type of Meeting* ○ BCD ○ Special ◉ Regular

Classification* ○ Public Hearing ◉ Consent ○ Statutory ○ Regular

Ordinance* ○ None ○ First Read ◉ Second Read ○ First & Only Read

Strategic Initiative* ☑ Public Safety ☑ Service ☐ Economic Development ☐ Infrastructure ☐ Quality of Life

Agenda Item Description* Consideration of an ordinance pertaining to the classifications and number of positions in the Bryan Police Department and Bryan Fire Department pursuant to Chapter 143.021 of the Texas Local Government Code.

Summary Statement*

Section 143.021 of the Texas Local Government Code requires the Civil Service Commission to provide for the classification of all firefighters and police officers; and the City Council, by ordinance, to establish the classifications and prescribe the number of positions in each classification. While changes to classifications are not being recommended in this ordinance, as proposed, the number of positions in the Bryan Police Department and the Bryan Fire Department will be affected.

For Fiscal Year 2017, in the Bryan Police Department, City Council approved in the budget the following position(s) to be added: three (3) police officers.

For Fiscal Year 2017, in the Bryan Fire Department, City Council approved in the budget the following position(s) to be added: three (3) firefighters.

Additionally for Fiscal Year 2017 in the Bryan Fire Department, one firefighter "over hire" situation, which has been maintained and authorized by the City Manager since 2015, has been deemed a permanent "administrative" assignment; therefore, an additional firefighter position is necessary to maintain current levels of staffing and operation.

Furthermore, it is requested that six (6) additional firefighters be added that have been approved through grant funding until Fiscal Year 2019 when the budget will need to be adjusted to maintain the increase to staffing.

These additional number of positions - a total of three (3) in the Bryan Police Department and ten (10) in the Bryan Fire Department - need to be established, by this ordinance, by the City Council.

Staff Analysis & Recommendation*

Approval of the proposed ordinance allows the Bryan Police Department and the Bryan Fire Department to maintain appropriate staffing levels to meet the operational needs of the department and the citizens in our community. Upon approving the FY2017 budget, the City Council approved funding for all additional positions in the Bryan Police Department and all but the six (6) grant positions in the Bryan Fire Department.

As a reminder, on July 9, 2013, the City Council approved Resolution No. 3494, which established minimum staffing goals for the Bryan Fire Department. The adopted resolution suggests adding sufficient positions over a ten (10) year period (or by 2023) such that: 1) each Engine and Ladder company is staffed with four (4) firefighters, and 2) each Battalion Chief is staffed with an Aide. Consequently, the City's goal is to add thirty-five (35) firefighter positions by 2023; with these additional positions in FY17, twenty-seven (27) positions will have been added to date.

City staff recommends approving the proposed ordinance.

Options*

(In Suggested Order of Staff Preference)

1. Approve ordinance;

2. Do not approve ordinance; or

3. Recommend other staffing alternatives or number of positions, which may require future City Council consideration and action.

Funding Source*	The additional positions in the Bryan Police Department and Bryan Fire Department were approved in the Fiscal Year 2017 General Fund Budget except for the six (6) additional firefighters funded through a grant until Fiscal Year 2019.
Attachments	DRAFT Police-Fire Staffing Ord FY 2017.pdf 161.38KB
	Please detail attachments and note attachments available for viewing in City Secretary's Office: 1. Proposed ordinance that includes an updated number of positions in the Bryan Police Department and the Bryan Fire Department (clean and redline versions of the changes included).
Dept. Head Signature	
Deputy City Manager Signature	Hugh R. Walker
City Manager Signature	
City Attorney Signature	Janis K. Hampton